



LIZ MURRILL
ATTORNEY GENERAL

STATE OF LOUISIANA
DEPARTMENT OF JUSTICE
OFFICE OF THE ATTORNEY GENERAL
LITIGATION DIVISION
LAFAYETTE

556 JEFFERSON ST., 4TH FLOOR
LAFAYETTE, LA 70501
TEL: (337) 262-1700
FAX: (337) 262-1707

December 18, 2024

H. Lynn Jones
Calcasieu Parish Clerk of Court
P.O. Box 1030
Lake Charles, LA 70602

Re: *Libbie E. Williams vs. Louisiana Community
and Technical College System*
14th JDC Docket No; 2024-4723; Calcasieu Parish

Dear Mr. Jones:

Enclosed please find Sedgwick's check number: 145091167, in the amount of \$23.00, which represents payment of costs for you to provide our office with a copy of any and all documents filed into the record regarding the above referenced matter. A copy of your statement is enclosed for your convenience.

Should you have any questions or need additional information, please do not hesitate to call.

With kindest regards, I remain

Sincerely,

LIZ MURRILL
ATTORNEY GENERAL

BY: Marylan M. Cruicksank
MARYLAN M. CRUICKSHANK
Assistant Attorney General

MMC/ald
Enclosure(s)
cc: Glenn Broussard – via email only

EXHIBIT 1

Calcasieu Parish Clerk of Court C-2024-4723

Filed Nov 08, 2024 2:21 PM

H

 Brittany McLaughlin
 Deputy Clerk of CourtCOX, COX, FILO, CAMEL, WILSON & BROWN, LLC
723 BROAD STREET
LAKE CHARLES, LA 70601
TELEPHONE: (337) 436-6611
FACSIMILE: (337) 436-9541

Friday

DATE: 11-8-24MATTER: Libbie Williams vs. LA. Comm. College

SUIT NUMBER _____

FILE WITH:

 DISTRICT COURT CITY COURT THIRD CIRCUIT FEDERAL COURT OWC HAVE JUDGE EXECUTE ORDER (JUDGE _____) COST DEPOSIT: \$ 475.002 SERVICE COPIES RETURN _____ CERTIFIED COPIES RETURN 1 CONFORMED COPIES RETURN _____ DATE-STAMPED COPIES CHECK OUT SUIT RECORD

DATE FILED _____

DELIVER TO/PICK UP FROM: _____

_____SPECIAL INSTRUCTIONS: _____

_____ *URGENT!!!! DETAILS: _____REQUESTED BY: Jessica Miguez, paralegal to
Somer G. Brown

Calcasieu Parish Clerk of Court C-2024-4723

Filed Nov 08, 2024 2:21 PM

H

Brittany McLaughlin
 Deputy Clerk of Court

THOMAS A. FILO
 MICHAEL K. COX*
 PAUL J. COX
 KEVIN L. CAMEL
 RICHARD E. WILSON
 SOMER G. BROWN*

DERRICK D. KEE
 ROY F. WYGANT*
 JACKSON T. RITCHIE
 TYLER S. RASBEARY

*Also admitted in Texas

COX, COX, FILO, CAMEL, WILSON & BROWN, LLC

LAW OFFICES
 723 BROAD STREET
 LAKE CHARLES, LOUISIANA 70601
www.coxcoxfilo.com

JAMES J. COX (Of Counsel)
 WILLIAM N. COX (1928-2011)

TELEPHONE: (337) 436-6611
 FACSIMILE: (337) 436-9541

November 8, 2024

VIA HAND DELIVERY

14th JDC Clerk of Court
 Calcasieu Parish Clerk of Court
 Lake Charles, LA 70601

RE: Libbie E. Williams
 Vs.
 Louisiana Community and
 Technical College System

Dear Clerk:

Enclosed is plaintiff's original Petition for Damages. Please file the original into the Court's record and return a conformed copy to our office, via our office runner.

If you have any questions or need any additional information, please feel free to contact our office.

Sincerely yours,

Jessica Miguez
 Jessica Miguez, paralegal to
 SOMER G. BROWN

jm
 Enclosures

Calcasieu Parish Clerk of Court C-2024-4723

Filed Nov 08, 2024 2:21 PM

H

Brittany McLaughlin
Deputy Clerk of Court

LIBBIE E. WILLIAMS : 14TH JUDICIAL DISTRICT COURT

VERSUS NO.: _____ : PARISH OF CALCASIEU

LOUISIANA COMMUNITY AND : STATE OF LOUISIANA
TECHNICAL COLLEGE SYSTEM

FILED: _____ : DEPUTY CLERK

PETITION FOR DAMAGES

Plaintiff Libbie E. Williams (hereinafter "Plaintiff"), alleges the following against Defendant Louisiana Community and Technical College System, as the governing authority of Sowela Technical Community College (hereinafter "Defendant"):

Parties

1. Plaintiff Libbie E. Williams is a person of the full age of majority and a resident of Calcasieu Parish. Ms. Williams was employed by Defendant from 2018 until her constructive discharge in 2024.

2. Defendant Louisiana Community and Technical College System is the state agency responsible for overseeing Sowela Technical Community College. Defendant is domiciled in East Baton Rouge Parish and has not designated an agent of service for process; therefore, pursuant to La. R.S. 5107(B), Defendant, as a state agency, may be served through the attorney general of Louisiana, 1885 North Third Street, Baton Rouge, LA 70802, and through Dr. Neil Aspinwall, Chancellor, 3850 Sen. J. Bennett Johnston Ave., Lake Charles, LA 70615.

Jurisdiction and Venue

3. This Court has jurisdiction over the persons and the subject matter of this suit and venue is proper in the 14th Judicial District Court pursuant to La. R.S. 23:303(A) because the alleged violations of law occurred in the Parish of Calcasieu.

Procedural Background

4. Plaintiff has satisfied all administrative and procedural prerequisites to filing suit under La. R.S. 23:303(C). Plaintiff received a Determination and Notice of Rights letter from the U.S. Equal Employment Opportunity Commission on October 18, 2024.

Factual Background

5. Plaintiff first interviewed with Defendant for the position of Coordinator of Financial Aid in June 2018, but was not hired for the position, which was filled by a white female.
6. Plaintiff was hired by Defendant in August 2018 as an Enrollment Specialist.
7. Plaintiff is an African American female, over the age of 40, with a college degree.
8. During her entire tenure with Defendant, which spanned from 2018-2024, while she was never promoted, Plaintiff consistently received positive evaluations from her supervisors.
9. In April 2019, Plaintiff applied for a promotion and interviewed for the position of Academic Advisor; the position was ultimately filled by two white females.
10. Also in 2019, Plaintiff applied for another promotion with Defendant in the workforce department but never received any return communication.
11. In 2021, one of Plaintiff's supervisors, Allison Dering, wrote a glowing recommendation of Plaintiff for Plaintiff's application to graduate school.
12. Also in 2021, Plaintiff applied and interviewed for two different promotions – one as an academic advisor and one in development and marketing; those positions were by a white male and two white females.
13. In November 2021, Plaintiff requested a meeting with Human Resources to discuss what she perceived to be discriminatory hiring practices and hostile work environment. During the meeting Plaintiff expressed concern that no persons of color were being promoted.
14. In the timeframe from 2018-2021 that was the subject of the meeting with Human Resources, Plaintiff cited to 13 new hires, only one of whom was black and who resigned. During the same time period there were 26 promotions within the organization, none of whom were black.
15. Following her meeting with Human Resources, Plaintiff was stripped of the privilege of attending off-campus recruiting events. Plaintiff was also removed from her position of Advisor to the Phi Theta Kappa Honor Society.
16. In May of 2022, Plaintiff again applied and interviewed for a promotion to the position of Business Developer-Workforce, which was ultimately given to a white female. Shortly thereafter, an underqualified white female was put in the position of Director of Workforce Development.

17. In June 2022, Plaintiff received another positive performance evaluation.
18. In August 2022, Plaintiff applied and interviewed for another promotion to the position of Institutional Advancement Coordinator, which was ultimately given to a white female.
19. Then, in September 2022, for the first time in 4-years, Plaintiff received a written reprimand referencing behavior that purportedly occurred as far back as August 2021 and spanning an alleged 7-complaints over a 13-month time period (which included the time period where she received positive feedback and evaluation from her supervisor).
20. Plaintiff continued to perform her job duties at a high level and continued to receive positive evaluations from her supervisor, despite an increasingly hostile and oppressive work environment.
21. Defendant placed increased stress and pressure on Plaintiff after her complaints to Human Resources.
22. The stress and hostility in the workplace increased to the point that Plaintiff sought medical treatment and counseling.
23. Plaintiff's counselor and medical doctor both took her off work to deal with her stress, though Defendant would not accept an off-work slip from Plaintiff's licensed professional counselor.
24. Finally, on January 24, 2024, Plaintiff applied for a leave of absence under the Family Medical Leave Act ("FMLA") with medical documentation from her treating physician.
25. The day after Plaintiff applied for medical leave, on January 25, 2024, while she awaited her leave being granted by Defendant, the Chancellor wrote a letter placing Plaintiff on administrative leave as discipline for reported "poor customer service with a student."
26. Plaintiff remained off work with a doctor's note after her administrative leave, until she was called by her supervisor on January 31, 2024 and required to return to work until Defendant approved her leave under the FMLA.
27. In May 2024, Plaintiff again applied and interviewed for a promotion to the position of Workforce Developer but was passed over for two white females.
28. The workplace continued to grow increasingly hostile, including Plaintiff's supervisor watch her being verbally attacked by a student and failing to step in or assist Plaintiff.

29. Plaintiff continued to voice her concerns to Human Resources but received no assistance.

30. Finally, on September 6, 2024, Plaintiff could no longer physically or mentally withstand the hostility and work environment, so she resigned as an act of constructive discharge.

Claims for Relief

Incorporating fully herein the above factual recitation, Plaintiff asserts the following claims:

Count 1 – Racial Discrimination and Failure to Promote

31. Defendant's actions described above constitute intentional and unlawful discrimination under the Louisiana Employment Discrimination Law, La. R.S. 23:301, et seq.

32. Defendant has intentionally failed or refused to promote and has otherwise discriminated against Plaintiff on the basis of her race and color and has otherwise limited her employment opportunities and adversely affected her status as an employee, all in violation of La. R.S. 23:332(A).

33. Plaintiff is a member of a protected class in that she is of African-American descent and brown color.

34. Plaintiff was qualified for every position for which she applied and was not promoted. In many instances, the person hired over Plaintiff was Caucasian and/or white and was not as qualified as Plaintiff.

35. As a result of Defendant's intentional discrimination on the basis of race, Plaintiff has lost opportunities for advancement and increased pay and benefits; Plaintiff has also suffered from anxiety, mental anguish, and stress as a result of Defendant's discriminatory practices.

36. Plaintiff seeks to recover compensatory damages, as well as back pay, benefits, front pay, reasonable attorney's fees, and court costs pursuant to La. R.S. 23:303(A).

Count 2 – Hostile Work Environment and Harassment

37. Defendant's actions also created and constituted a hostile work environment such that Plaintiff's resignation constituted a constructive discharge.

38. In addition to being denied promotions, Plaintiff was also subjected to a harassing workplace on the basis of her race, which harassment was motivated by discriminatory animus.

39. Plaintiff was also subjected to harassment by students in front of her superiors that was not confronted, while the same superiors would protect and assist white employees under the same circumstances.

40. Despite complaints by Plaintiff about the various hostilities in the workplace, Defendant failed to take remedial action.

41. The workplace grew increasingly hostile and caused Plaintiff to need psychiatric and medical treatment until such point that it was so hostile that no reasonable person would remain employed there, at which time Plaintiff was constructively discharged.

Count 3 – Whistleblower Claim (Race)

42. When Plaintiff complained of the discriminatory and harassing conduct, she was denied advancement opportunities and subjected to increased harassment in the workplace.

43. These reprisals against Plaintiff following her complaints of discriminatory conduct constituted violations of the Louisiana Whistleblower statutes, La. R.S. 23:967.

Count 4 – Retaliation (FMLA)

44. Defendant also retaliated against Plaintiff when she exercised her rights under the Family Medical Leave Act.

45. On the very same day that Plaintiff requested FMLA leave for her medical condition, Defendant manufactured discipline against her and placed on her administrative leave, for alleged actions that had occurred long before her request for leave and without affording her any due process.

46. Defendant's actions were discriminatory and retaliatory and in direct response to her request for medical leave.

Count 5 – Infliction of Emotional Distress

47. Defendant was aware of Plaintiff's increasingly fragile mental state as a result of Defendant's continued discrimination and the hostility in the workplace.

48. Despite actual knowledge of her propensities, Defendant continued to engage in extreme and outrageous conduct that caused severe emotional distress to Plaintiff.

49. Defendant's actions exceeded the bounds of decency, including, among other acts, hiring a man who Defendant knew had abused Plaintiff and placing him in close proximity to her as she worked.

50. Defendant knew that its actions would cause severe emotional distress and, even after Plaintiff complained, refused to cease such actions, causing Plaintiff severe emotional distress to the point that she was required to seek medical care and eventually forced to take medical leave from work, before ultimately being constructively discharged from her employment as a result of Defendant's actions.

Damages

51. In addition to her back pay and benefits, including increased pay and benefits that she would have received as a result of promotions she sought and was denied, as well as the difference in pay between the promoted job and her current job, Plaintiff also seeks compensatory damages, reasonable attorney's fees, and court costs

Conclusion and Prayer for Relief

WHEREFORE, Plaintiff prays that Defendant be duly cited to appear and that after due proceedings hereon, there be judgment in her favor and against Defendant in all respects for compensatory damages, back pay and benefits, reasonable attorneys fees, court costs, and legal interest, as well as for all other relief to which she may be entitled both in law and equity.

Respectfully submitted,

THE COX LAW FIRM



SOMER G. BROWN (31462)
723 Broad Street
Lake Charles, Louisiana 70601
Phone: (337) 436-6611
Facsimile: (337) 436-9541

PLEASE SERVE:

Louisiana Community and Technical College System/Sowela Technical Community College
Through the Attorney General of Louisiana,
1885 North Third Street
Baton Rouge, LA 70802

and

Louisiana Community and Technical College System/Sowela Technical Community College
Through Dr. Neil Aspinwall, Chancellor
3850 Sen. J. Bennett Johnston Ave.
Lake Charles, LA 70615.

D2933059

LIBBIE E WILLIAMS
VS: C-2024-4723
LOUISIANA COMMUNITY AND
TECHNICAL COLLEGE SYSTEM

Citation for Petition



14th Judicial District Court
State of Louisiana
Parish of Calcasieu

THE STATE OF LOUISIANA

TO: [D001] LOUISIANA COMMUNITY AND TECHNICAL COLLEGE
SYSTEM/SOWELA TECHNICAL COMMUNITY COLLEGE
THROUGH DR. NEIL ASPINWALL, CHANCELLOR
3850 SEN. J. BENNETT JOHNSTON AVE.
LAKE CHARLES, LA 70615

Parish of CALCASIEU

You are named as defendant in the above captioned matter. Attached to this citation is a:

PETITION FOR DAMAGES

You must either comply with the demand contained in the petition of BROWN, SOMER G or make an appearance either by filing an answer or pleading in the 14th Judicial District Court located at 1000 Ryan St., Lake Charles, LA within the delay provided in Article 1001 of the Louisiana Code of Civil Procedure under penalty of default.

Article 1001 of the Louisiana Code of Civil Procedure states:

- A. A Defendant shall file his answer within twenty-one (21) days after service of Citation upon him, except as otherwise provided by law.
If the plaintiff files and serves a Discovery Request with his Petition, the Defendant shall file his answer to the petition within thirty (30) days after service of citation and service of discovery request.
- B. When an Exception is filed prior to Answer and is overruled, referred to the merits or is sustained and an Amendment of the Petition ordered, the Answer shall be filed within fifteen (15) days after the exception is overruled or referred to the merits, or fifteen (15) days after service of the Amended Petition.
- C. The Court may grant additional time for answering.

Article 1151 of the Louisiana Code of Civil Procedure provides in pertinent part:

A defendant shall plead in response to an Amended Petition within the time remaining for pleading to the Original Pleading or within ten (10) days after service of the Amended Petition, whichever period is longer, unless the time is extended under Article 1001.

THE CLERK OF COURT'S STAFF CANNOT PROVIDE LEGAL ADVICE.

Witness the Honorable Judges of said Court, at Lake Charles, Louisiana, 12TH DAY OF NOVEMBER, 2024.

Requested By:

BROWN, SOMER G

Joni Pardue

Joni Pardue
Deputy Clerk of Court

RECEIVED ON THE _____ DAY OF _____, 20____ AND ON THE _____ DAY OF _____, 20____ SERVED THE ABOVE NAMED PARTY AS FOLLOWS:

PERSONAL SERVICE ON THE PARTY HEREIN NAMED _____.

DOMICILIARY SERVICE ON THE PARTY HEREIN NAMED BY LEAVING THE SAME AT HIS DOMICILE IN THE PARISH IN THE HANDS OF _____, A PERSON APPARENTLY OVER THE AGE OF SEVENTEEN YEARS, LIVING AND RESIDED IN SAID DOMICILE AND WHOSE NAME AND OTHER FACTS CONNECTED WITH THIS SERVICE, I LEARNED BY INTERROGATING THE

Suit: 1-C-2024-4723 Cost: 43.40 T FROM HIS RESIDENCE AT THE TIME OF SAID
DR NEIL ASPINWALL , ET AL

3850 SEN J BENNETT JOHNSTON AVE
LC LA 70615

Person Served: DR NEIL ASPINWALL , ET AL

Received: 11/12/2024 Served: 11/13/2024 10:10am

Deputy: LAFARGUE Miles: 20.00 Type: PERSONAL

DEPUTY SHERIFF

GARY "STITCH" GUILLOR
RETURN SHERIFF

NOV 12 2024

CALCASIEU PARISH, LA

248
D2933067

Citation for Petition

LIBBIE E WILLIAMS
VS: C-2024-4723
LOUISIANA COMMUNITY AND
TECHNICAL COLLEGE SYSTEM



14th Judicial District Court
State of Louisiana
Parish of Calcasieu

THE STATE OF LOUISIANA

TO: [D001] LOUISIANA COMMUNITY AND TECHNICAL COLLEGE
SYSTEM/SOWELA TECHNICAL COMMUNITY COLLEGE
THROUGH ATTORNEY GENERAL OF LOUISIANA
1885 NORTH THIRD ST.
BATON ROUGE, LA 70802

Parish of EAST BATON ROUGE

You are named as defendant in the above captioned matter. Attached to this citation is a:

PETITION FOR DAMAGES

You must either comply with the demand contained in the petition of BROWN, SOMER G or make an appearance either by filing an answer or pleading in the 14th Judicial District Court located at 1000 Ryan St., Lake Charles, LA within the delay provided in Article 1001 of the Louisiana Code of Civil Procedure under penalty of default.

Article 1001 of the Louisiana Code of Civil Procedure states:

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THE CLERK OF COURT'S STAFF CANNOT PROVIDE LEGAL ADVICE.

Witness the Honorable Judges of said Court, at Lake Charles, Louisiana, 12TH DAY OF NOVEMBER, 2024.

Requested By:
BROWN, SOMER G

Joni Pardue

Joni Pardue
Deputy Clerk of Court

RECEIVED ON THE _____ DAY OF _____, 20 ____ AND ON THE _____ DAY OF
_____, 20 ____ SERVED THE ABOVE NAMED PARTY AS FOLLOWS:

PERSONAL SERVICE ON THE PARTY HEREIN NAMED _____.

DOMICILIARY SERVICE ON THE PARTY HEREIN NAMED BY LEAVING THE SAME AT HIS DOMICILE
IN THE PARISH IN THE HANDS OF _____, A PERSON APPARENTLY
OVER THE AGE OF SEVENTEEN YEARS, LIVING AND RESIDED IN SAID DOMICILE AND WHOSE
NAME AND OTHER FACTS CONNECTED WITH THIS SERVICE, I LEARNED BY INTERROGATING THE
SAID PERSON, SAID PARTY HEREIN BEING ABSENT FROM HIS RESIDENCE AT THE TIME OF SAID
SERVICE.

RETURNED: PARISH OF _____ THIS _____ DAY OF _____,
20 ____.

SERVICE \$ I made service at the Louisiana State Office BY: ...
MILEAGE \$... DEPUTY SHERIFF
TOTAL \$...

RECEIVED
DATE

NOV 20 2024

E.B.R. Sheriff's Offi

NOV 21 2024 RETURN

by handing said copy in person to:
DY. D. MCKNIGHT #7515
Deputy Sheriff, Parish of East Baton Rouge, LA



LIZ MURRILL
ATTORNEY GENERAL

STATE OF LOUISIANA
DEPARTMENT OF JUSTICE
OFFICE OF THE ATTORNEY GENERAL
LITIGATION DIVISION
LAFAYETTE

556 JEFFERSON ST., 4TH FLOOR
LAFAYETTE, LA 70501
TEL: (337) 262-1700
FAX: (337) 262-1707

H. Lynn Jones
Calcasieu Parish Clerk of Court
P.O. Box 1030
Lake Charles, LA 70602

December 12, 2024

Calcasieu Parish Clerk of Court C-2024-4723
Filed Dec 18, 2024 10:04 AM H
Sidney Broussard
Deputy Clerk of Court

Re: *Libbie E. Williams vs. Louisiana Community
and Technical College System*
14th JDC Docket No; 2024-4723; Calcasieu Parish

Dear Mr. Jones:

Enclosed please find an original and one (1) copy of *Notice of Removal* to be filed on behalf of the Louisiana Community and Technical College System. Please file the same into the records of your office and return a certified copy of same to undersigned counsel for completion of my file.

Please note that R.S. 13:4521 exempts the Attorney General's office and the State, as state agencies, from payment of fees and court costs in advance or as they accrue.

With kindest regards, I am

Sincerely,

LIZ MURRILL
ATTORNEY GENERAL

BY:
MAYLAN M. CRUICKSHANK
Assistant Attorney General

MMC/ald
Enclosures
cc: Somer G. Brown (via email)

Calcasieu Parish Clerk of Court C-2024-4723
Filed Dec 18, 2024 10:04 AM H
Sidney Broussard
Deputy Clerk of Court

LIBBIE E. WILLIAMS

VERSUS

LOUISIANA COMMUNITY AND
TECHNICAL COLLEGE SYSTEM

* 14TH JUDICIAL DISTRICT COURT

* DOCKET NO.: C-2024-4723 "H"

* PARISH OF CALCASIEU

* STATE OF LOUISIANA

NOTICE OF REMOVAL

PLEASE TAKE NOTICE that there is attached *in globo* hereto as Exhibit "1" a copy of the Notice of Removal which has been filed by the Defendant, **THE LOUISIANA COMMUNITY AND TECHNICAL COLLEGE SYSTEM ("LCTCS")**, with the Clerk of the United States District Court for the Western District of Louisiana on the 12th day of December, 2024.

Please take further notice that, pursuant to 28 U.S.C. § 1446(d), this Honorable Court "shall proceed no further unless and until the case is remanded."

Respectfully Submitted,

LIZ MURRILL
ATTORNEY GENERAL

BY: Mylan M. Cruickshank
MAYLAN M. CRUICKSHANK
ASSISTANT ATTORNEY GENERAL
Bar Roll No. 41058

LOUISIANA DEPARTMENT OF JUSTICE
LITIGATION DIVISION
556 Jefferson St., 4th Floor
Lafayette, Louisiana 70501
Telephone: 337-262-1700
Facsimile: 337-262-1707
E-mail: CruickshankM@ag.louisiana.gov
Counsel for the Louisiana Community and Technical College System

CERTIFICATE OF SERVICE

I hereby certify that a true and correct copy of the above and foregoing was served on all counsel of record in a manner authorized by law on this 12th day of December, 2024.

Mylan M. Cruickshank
MAYLAN M. CRUICKSHANK

Calcasieu Parish Clerk of Court C-2024-4723

Filed Dec 18, 2024 10:04 AM

H

Sidney Broussard

Deputy Clerk of Court

UNITED STATES DISTRICT COURT

WESTERN DISTRICT OF LOUISIANA

LIBBIE E. WILLIAMS

* CIVIL ACTION

VERSUS

* NUMBER: _____

LOUISIANA COMMUNITY AND
TECHNICAL COLLEGE SYSTEM

* DISTRICT JUDGE:
* MAGISTRATE JUDGE:

NOTICE OF REMOVAL

NOW INTO COURT, through undersigned counsel, comes the Defendant, THE LOUISIANA COMMUNITY AND TECHNICAL COLLEGE SYSTEM ("LCTCS"), who respectfully petition this Honorable Court for removal of this action pursuant to 28 U.S.C. §1331, §1343 and §1443 as follows:

1.

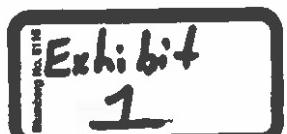
On November 8, 2024, Libbie E. Williams ("Plaintiff") filed her Petition for Damages in the 14th Judicial District Court, Parish of Calcasieu, entitled *Libbie E. Williams v. Louisiana Community and Technical College System*, Civil Action No. C-2024-4723, Division "H".

2.

The Defendant was served with citation of this suit on November 13, 2024. This Notice of Removal is timely under the provisions of 28 U.S.C. §1446(b), as it is filed within 30 days of the State's receipt of notice of the filing of Plaintiff's Petition for Damages.

3.

The Defendant is in the process of requesting a copy of all processes, pleadings, and orders served upon the Defendant in the state court action along with all documents filed in the state court



action available. The Defendant will supplement this Notice of Removal, upon receipt of the state court's file.

4.

The Plaintiff alleges violations of federal law pursuant to racial discrimination and retaliation in violation of Title VII of the Civil Rights Act of 1964. Because she based her causes of action upon alleged violations of federal law, this Honorable Court has subject matter jurisdiction over this lawsuit pursuant to 28 U.S.C. §§1331 and 1333. The Defendant respectfully requests removal of the Plaintiff's suit to this Honorable Court pursuant to 28 U.S.C. §1443.

5.

Pursuant to 28 U.S.C. §1446(d), the Defendant has contemporaneously to this filing, served written notice of this removal to all adverse parties. To the best of the Defendant's knowledge, information, and belief, no other defendants have been named and/or served with the Petition for Damages.

6.

A copy of this Notice of Removal was also contemporaneously filed with the Calcasieu Parish Clerk of Court, where this action was originally filed. Pursuant to 28 U.S.C. §1446(a), and Rule 11 of the Federal Rule Civil Procedure, undersigned counsel states and avers that this Notice of Removal is well grounded in fact, is warranted by existing law, and that the matter is within the jurisdiction of this Court because Plaintiff's state action is pending in Calcasieu Parish, which is in the Western District of Louisiana.

WHEREFORE, the Defendant, **THE LOUISIANA COMMUNITY AND TECHNICAL COLLEGE SYSTEM**, prays that the action, now pending in the 14th Judicial

District Court, Parish of Calcasieu, State of Louisiana, Civil Action No. C-2024-4723 "H", be removed to the United States District Court for the Western District of Louisiana.

Respectfully Submitted,

LIZ MURRILL
ATTORNEY GENERAL
BY: 
MAYLAN M. CRUICKSHANK
ASSISTANT ATTORNEY GENERAL
Bar Roll No. 41058

LOUISIANA DEPARTMENT OF JUSTICE
LITIGATION DIVISION
556 Jefferson St., 4th Floor
Lafayette, Louisiana 70501
Telephone: 337-262-1700
Facsimile: 337-262-1707
E-mail: CruickshankM@ag.louisiana.gov
*Counsel for the Louisiana Community and
Technical College System*

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF LOUISIANA

LIBBIE E. WILLIAMS

* **CIVIL ACTION**

VERSUS

* **NUMBER:** _____

**LOUISIANA COMMUNITY AND
TECHNICAL COLLEGE SYSTEM**

* **DISTRICT JUDGE:**
* **MAGISTRATE JUDGE:**

CERTIFICATE OF SERVICE

I hereby certify that, on the 12th day of December 2024, the foregoing was electronically filed using the Court's CM/ECF system and that a copy of the foregoing was served on all counsel of record for the Plaintiff by email and U.S. Mail.

Libbie E. Williams
Plaintiff, through her attorney of record
Somer G. Brown
THE COX LAW FIRM
723 Broad Street
Lake Charles, Louisiana 70601
Telephone: (337) 436-6611
Facsimile: (337) 436-9541
Email: somer@coxatty.com

/s/Maylan M. Cruickshank
MAYLAN M. CRUICKSHANK

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF LOUISIANA

LIBBIE E. WILLIAMS

* **CIVIL ACTION**

VERSUS

* **NUMBER:** _____

**LOUISIANA COMMUNITY AND
TECHNICAL COLLEGE SYSTEM**

* **DISTRICT JUDGE:**

* **MAGISTRATE JUDGE:**

LIST OF ATTORNEYS

1. Somer G. Brown (La. Bar Roll No. 31462)

THE COX LAW FIRM

723 Broad Street

Lake Charles, Louisiana 70601

Phone: (337) 436-6611

Facsimile: (337) 436-9541

Email: somer@coxally.com

Counsel for Plaintiff

2. Maylan M. Cruickshank (La. Bar Roll No. 41058)

Assistant Attorney General

Louisiana Department of Justice

Litigation Division

556 Jefferson St., 4th Floor

Lafayette, Louisiana 70501

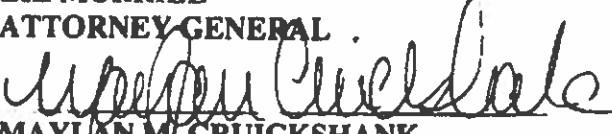
Telephone: (337) 262-1700

Facsimile: (337) 262-1707

Email: CruickshankM@ag.louisiana.gov

Counsel for Defendant

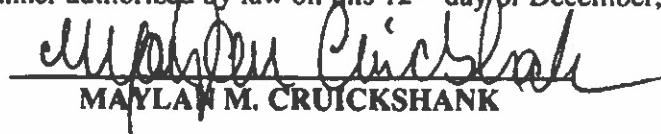
Respectfully Submitted,

LIZ MURRILL
ATTORNEY GENERAL
BY: 
MAYLAN M. CRUICKSHANK
ASSISTANT ATTORNEY GENERAL
Bar Roll No. 41058

LOUISIANA DEPARTMENT OF JUSTICE
LITIGATION DIVISION
556 Jefferson St., 4th Floor
Lafayette, Louisiana 70501
Telephone: 337-262-1700
Facsimile: 337-262-1707
E-mail: CruickshankM@ag.louisiana.gov
*Counsel for the Louisiana Community and
Technical College System*

CERTIFICATE OF SERVICE

I hereby certify that a true and correct copy of the above and foregoing was served on all
counsel of record in a manner authorized by law on this 12th day of December, 2024.


MAYLAN M. CRUICKSHANK

JS 44 (Rev. 03-24)

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

I. (a) PLAINTIFFS

Libbie E. Williams

(b) County of Residence of First Listed Plaintiff _____
(EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorney's/Firm Name, Address, and Telephone Number:

Somer G. Brown, 723 Broad Street, Lake Charles, LA
70601; 337-436-6611**DEFENDANTS**

Louisiana Community and Technical College System

County of Residence of First Listed Defendant East Baton Rouge
(IN U.S. PLAINTIFF CASES ONLY)NOTE IN LAND CONDEMNATION CASES, USE THE LOCATION OF
THE TRACT OF LAND INVOLVED

Attorneys if Known

Maylan M. Cruickshank, LA Dept. of Justice, 556 Jefferson
Street, 4th Floor, Lafayette, LA 70501**II. BASIS OF JURISDICTION** (Place an "X" in One Box Only)

- | | |
|--|--|
| <input type="checkbox"/> 1 U.S. Government Plaintiff | <input checked="" type="checkbox"/> 3 Federal Question (U.S. Government Not a Party) |
| <input type="checkbox"/> 2 U.S. Government Defendant | <input type="checkbox"/> 4 Diversity (Indicate Citizenship of Parties in Item III) |

III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

| | PTF | DEF | PTF | DEF | |
|---|----------------------------|----------------------------|---|----------------------------|----------------------------|
| Citizen of This State | <input type="checkbox"/> 1 | <input type="checkbox"/> 1 | Incorporated or Principal Place of Business In This State | <input type="checkbox"/> 4 | <input type="checkbox"/> 4 |
| Citizen of Another State | <input type="checkbox"/> 2 | <input type="checkbox"/> 2 | Incorporated and Principal Place of Business In Another State | <input type="checkbox"/> 5 | <input type="checkbox"/> 5 |
| Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3 | <input type="checkbox"/> 3 | Foreign Nation | <input type="checkbox"/> 6 | <input type="checkbox"/> 6 |

IV. NATURE OF SUIT (Place an "X" in One Box Only)

| CONTRACT | TORTS | PROPERTY/FARENTIAL | BANKRUPTCY | OTHER STATUTES |
|--|--|---|---|---|
| <input type="checkbox"/> 110 Insurance | <input type="checkbox"/> PERSONAL INJURY | <input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 | <input type="checkbox"/> 422 Appeal 28 USC 158 | <input type="checkbox"/> 375 False Claims Act |
| <input type="checkbox"/> 120 Marine | <input type="checkbox"/> 310 Airplane | <input type="checkbox"/> 365 Personal Injury - Product Liability | <input type="checkbox"/> 423 Withdrawal 28 USC 157 | <input type="checkbox"/> 376 Qui Tam (31 USC 3729(a)) |
| <input type="checkbox"/> 130 Miller Act | <input type="checkbox"/> 315 Airplane Product Liability | <input type="checkbox"/> 367 Health Care Pharmaceutical Personal Injury Product Liability | <input type="checkbox"/> 400 State Reapportionment | |
| <input type="checkbox"/> 140 Negotiable Instruments | <input type="checkbox"/> 320 Assault, Libel & Slander | <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability | <input type="checkbox"/> 410 Antitrust | |
| <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment | <input type="checkbox"/> 330 Federal Employers Liability | <input type="checkbox"/> 370 Other Fraud | <input type="checkbox"/> 430 Banks and Banking | |
| <input type="checkbox"/> 151 Medicare Act | <input type="checkbox"/> 340 Marine Lubdity | <input type="checkbox"/> 371 Truth in Lending | <input type="checkbox"/> 450 Commerce | |
| <input type="checkbox"/> 152 Recovery of Defrauded Student Loans (Excludes Veterans) | <input type="checkbox"/> 345 Marine Product Lubdity | <input type="checkbox"/> 380 Other Personal Property Damage | <input type="checkbox"/> 460 Deportation | |
| <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits | <input type="checkbox"/> 350 Motor Vehicle | <input type="checkbox"/> 385 Property Damage Product Liability | <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations | |
| <input type="checkbox"/> 160 Stockholders' Suits | <input type="checkbox"/> 355 Motor Vehicle Product Liability | <input type="checkbox"/> 390 Other | <input type="checkbox"/> 480 Consumer Credit (15 USC 1681 or 1692) | |
| <input type="checkbox"/> 190 Other Contract | <input type="checkbox"/> 360 Other Personal Injury | <input type="checkbox"/> 710 Fair Labor Standards Act | <input type="checkbox"/> 485 Telephone Consumer Protection Act | |
| <input type="checkbox"/> 195 Contract Product Liability | <input type="checkbox"/> 362 Personal Injury Medical Malpractice | <input type="checkbox"/> 720 Labor/Management Relations | <input type="checkbox"/> 490 Cable/Sat TV | |
| <input type="checkbox"/> 196 Franchise | | <input type="checkbox"/> 740 Railway Labor Act | <input type="checkbox"/> 850 Securities/Commodities/ Exchange | |
| REAL PROPERTY | CIVIL RIGHTS | PRIORITIES/PETITIONS | IMMIGRATION | |
| <input type="checkbox"/> 210 Land Condemnation | <input type="checkbox"/> 440 Other Civil Rights | <input type="checkbox"/> Habess Corpus: | <input type="checkbox"/> 751 Family and Medical Leave Act | <input type="checkbox"/> 890 Other Statutory Actions |
| <input type="checkbox"/> 220 Foreclosure | <input type="checkbox"/> 441 Voting | <input type="checkbox"/> 463 Alien Detainee | <input type="checkbox"/> 790 Other Labor Litigation | <input type="checkbox"/> 891 Agricultural Acts |
| <input type="checkbox"/> 230 Rent Lease & Ejectment | <input type="checkbox"/> 442 Employment | <input type="checkbox"/> 510 Motions to Vacate Sentence | <input type="checkbox"/> 791 Employee Retirement Income Security Act | <input type="checkbox"/> 893 Environmental Matters |
| <input type="checkbox"/> 240 Torts to Land | <input type="checkbox"/> 443 Housing/ Accommodations | <input type="checkbox"/> 530 General | <input type="checkbox"/> 861 HIA (1395f) | <input type="checkbox"/> 895 Freedom of Information Act |
| <input type="checkbox"/> 245 Tort Product Liability | <input type="checkbox"/> 445 Amer. w/Disabilities - Employment | <input type="checkbox"/> 535 Death Penalty | <input type="checkbox"/> 862 Black Lung (923) | |
| <input type="checkbox"/> 290 All Other Real Property | <input type="checkbox"/> 446 Amer. w/Disabilities - Other | <input type="checkbox"/> Other: | <input type="checkbox"/> 863 DIWC/DIW (405(g)) | |
| | <input type="checkbox"/> 448 Education | <input type="checkbox"/> 540 Mandamus & Other | <input type="checkbox"/> 864 SSID Title XVI | |
| | | <input type="checkbox"/> 550 Civil Rights | <input type="checkbox"/> 865 RSI (405(g)) | |
| | | <input type="checkbox"/> 555 Prison Condition | <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) | |
| | | <input type="checkbox"/> 560 Civil Detainee - Conditions of Confinement | <input type="checkbox"/> 871 IRS—Third Party | |
| | | | <input type="checkbox"/> 26 USC 7609 | |

V. ORIGIN (Place an "X" in One Box Only)

- | | | | | | | |
|--|--|--|---|--|--|---|
| <input type="checkbox"/> 1 Original Proceeding | <input checked="" type="checkbox"/> 2 Removed from State Court | <input type="checkbox"/> 3 Remanded from Appellate Court | <input type="checkbox"/> 4 Reinstated or Reopened | <input type="checkbox"/> 5 Transferred from Another District (specify) _____ | <input type="checkbox"/> 6 Multidistrict Litigation - Transfer | <input type="checkbox"/> 8 Multidistrict Litigation - Direct File |
|--|--|--|---|--|--|---|

VI. CAUSE OF ACTION

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):

Title VII U.S. Civil Rights Act of 1964

Brief description of cause:

Employment Discrimination

VII. REQUESTED IN COMPLAINT: CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.C.P.**DEMAND \$**

CHECK YES only if demanded in complaint:

JURY DEMAND: Yes No**VIII. RELATED CASE(S) IF ANY**

(See instructions).

JUDGE _____

DOCKET NUMBER _____

DATE

12 12 2024

FOR OFFICE USE ONLY

RECEIPT # _____

AMOUNT _____

APPLYING IFP _____

JUDGE _____

MAG. JUDGE _____

SIGNATURE ATTORNEY OF RECORD
Maylan M. Cruickshank

JS 44 Reverse (Rev 03-24) DOCUMENT 1 - FILED 01/03/2025 BY CLERK OF COURT

INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS 44

Authority For Civil Cover Sheet

The JS 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

- I.(a) **Plaintiffs-Defendants.** Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.
(b) **County of Residence.** For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)
(c) **Attorneys.** Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)".
- II. **Jurisdiction.** The basis of jurisdiction is set forth under Rule 8(a), F.R.Cv.P., which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.
United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1335 and 1338. Suits by agencies and officers of the United States are included here.
United States defendant. (2) When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.
Federal question. (3) This refers to suits under 28 U.S.C. 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.
Diversity of citizenship. (4) This refers to suits under 28 U.S.C. 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; NOTE: federal question actions take precedence over diversity cases.)
- III. **Residence (citizenship) of Principal Parties.** This section of the JS 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.
- IV. **Nature of Suit.** Place an "X" in the appropriate box. If there are multiple nature of suit codes associated with the case, pick the nature of suit code that is most applicable. Click here for: [Nature of Suit Code Descriptions](#).
- V. **Origin.** Place an "X" in one of the seven boxes.
Original Proceedings. (1) Cases which originate in the United States district courts.
Removed from State Court. (2) Proceedings initiated in state courts may be removed to the district courts under Title 28 U.S.C., Section 1441.
Remanded from Appellate Court. (3) Check this box for cases remanded to the district court for further action. Use the date of remand as the filing date.
Reinstated or Reopened. (4) Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date.
Transferred from Another District. (5) For cases transferred under Title 28 U.S.C. Section 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.
Multidistrict Litigation Transfer. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407.
Multidistrict Litigation Direct File. (8) Check this box when a multidistrict case is filed in the same district as the Master MDL docket.
PLEASE NOTE THAT THERE IS NOT AN ORIGIN CODE 7. Origin Code 7 was used for historical records and is no longer relevant due to changes in statute.
- VI. **Cause of Action.** Report the civil statute directly related to the cause of action and give a brief description of the cause. Do not cite jurisdictional statutes unless diversity. Example: U.S. Civil Statute: 47 USC 553 Brief Description: Unauthorized reception of cable service.
- VII. **Requested in Complaint.** Class Action. Place an "X" in this box if you are filing a class action under Rule 23, F.R.Cv.P.
Demand. In this space enter the actual dollar amount being demanded or indicate other demand, such as a preliminary injunction.
Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.
- VIII. **Related Cases.** This section of the JS 44 is used to reference related cases, if any. If there are related cases, insert the docket numbers and the corresponding judge names for such cases.

Date and Attorney Signature. Date and sign the civil cover sheet.